

THE TURNTABLE

VOL 2 NO 3

RICHMOND, INDIANA

MARCH 1966

LABELS DEPARTMENT VISITED

A visit to the Labels Department where Don Blue oversees the production of finished labels reveals that, with the exception of the duties of the supervisor and a machine tender (Dave Robertson), work in the department is performed by women.

An average of 10 employees keep the labels rolling out of this department to the Injection and Compression Departments where the labels are mounted to the records to identify the record.

They can produce 320,000 labels in an 8 hour shift with all equipment operating. The department also prints record sleeves, office forms, and the plant newspaper.

Files are maintained of all the plates and negatives used to produce labels and office forms so that they are available for repeat runs.

Sheets of labels with the colored background are preprinted in the Printing Department, 24 labels to a sheet. These sheets are trimmed to either 12 or 6 labels per sheet before running in the Label Department.

Orders for labels originate in the Production Control Department. This department also furnishes the verityped copy for labels.

When the order and verityped copy is received, a negative is made of the copy. The negative is used to expose a plate which, after developing, is mounted to the cylinder of the duplicator (a small offset press). After the labels are printed, they are dried in electrically heated ovens or in a drying room. Drying might require from 2 hours to 7 hours depending on the type label.

Two types of labels are used. For 7" records the labels are printed on a type paper treated so that the label will adhere to the record when heat is applied. The 7" labels are mounted in a separate operation after the record is molded.

Labels for 12" records are inserted into the press at the time the record



Ruby Ward, Label Department, is keeping an eye on the operation of the MGD offset duplicator as it prints information on 12" record sleeves.

is molded. Thus when the record comes out of the press, it is complete with front and back labels. No special adhesive is required to hold the 12" labels as the hot plastic adheres to the label as the record cools in the press.

(Continued Page 2)

MR. SHAW EXPLAINS OBJECTIVES FOR EMPLOYEES, SUPERVISORS

At a recent meeting with all management supervision, I discussed with them the things I see wrong with our plant and told them in detail what was expected. These things are necessary for continual improvement in our company so that some of our present problems can be overcome and so that management can spend more time on developing new ways to expand our company and provide more jobs and job security.

So that all employees will have the same information, the major points are listed below:

1. This plant is to be clean throughout. Housekeeping is to be everyone's job, including me, the foremen, and the hourly employee. Where vacuums, etc. are necessary, they will be provided. Each employee will be

Changing Scenes

James Lamb, formerly with AVCO, started February 14 as Console Operator in Data Processing. He replaces Don Rust who resigned.

Janice Chappell started February 14 as secretary to the Industrial Relations Manager. She had been employed at North American Insurance Co.

Bob Adams was assigned as Receiving clerk starting February 28. He replaces Bill Adams who resigned for other employment.

Betty Lou Davis started February 15 in Accounting Department. She was with Harry Kercheval, Richmond accountant. She fills the place vacated by Donna Garner who is taking over Judy Shively's work. Judy left employment here February 25 for a position in Dayton.

MILLER AT CLOWES WED., MARCH 16

Roger Miller will be playing an engagement at Clowes Hall, Indianapolis Wednesday, March 16. There will be two performances one at 6:30 and another at 9:30 P.M.

required to keep his own area clean.

2. Safety (safe equipment and practices) is a job requirement. Our accident rate is too high. All equipment is to be reviewed by the department foremen and safety measures provided where needed. Supervision is to prevent any type of employee action which may affect safety or job performance.

3. Each employee must be trained on his job thoroughly by his foreman. He (or she) is to know exactly what is expected, how to do the job, how to check the quality of their work, how to handle the product to protect it, how their machine operates, how to get it repaired when it breaks

(Continued Page 2)

Published by and for the employees of Mercury Record Mfg. Co.

Editor.....James Mathewson
Ass't Editor.....Parke Hoover

Reporters.....Ruth Clawson
Nellie Russell
Mayme Spurgeon
Jackie Craig
Jane Harrison
Mary Smith
Donna Garner
Lucille Fister
Al Reeves
Carolyn Patterson
Marcella Johnson
Hazel Willis
Dave Robertson

OBJECTIVES

(Continued from Page 1)

down. This is only a partial list, but your foreman will train you to do the job, and you will be expected to do it the way you are trained.

4. Your foreman is held responsible for the operation of his department, including quality, efficiency, cost, housekeeping, and proper supervision of all people. He is your boss and will supervise you closely. For instance, where gloves are supposed to be worn to protect the product, he will insist that you wear them. Where standards of centering, thickness, etc. are set, he will see that they are followed.

5. Production reporting must be done accurately. Where checks are set up for example, making sure the right record is in the right album and the box is marked correctly, your foreman will supervise you closely to be sure this is done. All voucherizing must be done correctly. All scrap must be reported. All production counts must be correct. Your foreman will check your work to be sure this is done.

6. Efforts will be made to improve job stability, so that you will be required to change jobs less frequently and can be trained better on your regular job. With the proper training, you will not only do a better job but will find it easier.

7. If you operate a machine, your foreman will train you on its operation. He will expect you to keep it clean at all times--in

NEW IN MERCURY PRODUCT LINE



Shown above are two of the latest products in the Mercury phonograph line. Left is the AG 4230 stereo phonograph and right the TR 3500 tape recorder. Both of these products can be purchased by employees through the employees' record store.

Married

Arlene Johnson, Accounting Department, became the bride of Robert E. Moore, Friday, February 25 in a ceremony performed at the Fountain City Methodist Church. The couple will reside at RR #1, Economy. Mr. Moore is employed at the Parmi Tool Co. In Lynn.

other words, that machine is your job, take care of it properly.

8. The proper maintenance man will be selected and trained in detail on your equipment so that you and he, along with the foremen, can work together and solve the problems with the machine.

The above are only a few of the major points which I have outlined as requirements to your supervisors. This shows the kind of first-rate, closely supervised plant that I insist we have.

I'm sure that any negotiations or agreements with your union, which are necessary to accomplish these goals, can be solved by working together. Our business is different from most because of our product and the close time schedules, and the way we operate must accomplish the job if we are to improve and grow.

Anyone who does not recognize that these objectives are worth working together for, jeopardizes the future of the company and the job security of each employee. I know that almost all employees will agree with this program and work to help accomplish it.

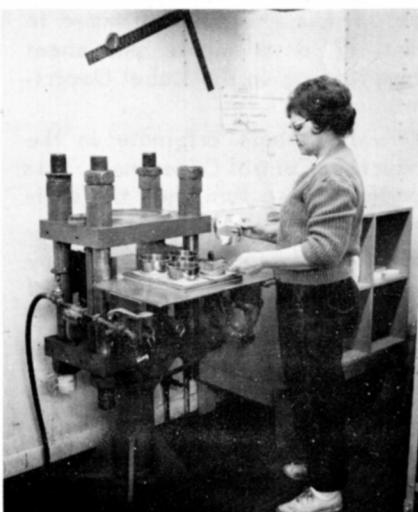
Lloyd R. Shaw, Dir. of Mfg.

LABELS

(Continued from Page 1)

Getting back to the label process--after the labels are dried, they are cut into square stacks of single labels. If 12" size, a hole will also be drilled in the center. Last operation is die cutting them to the circular shape.

Equipment in the department includes 5 duplicators or presses, 2 paper cutters, 3 electric drying ovens, 2 presses for die cutting and 2 machines for drilling center holes. The department also is equipped with a dark room to make their own plates.



Ruth Hudson, Label Department, is holding a die used to trim labels to their final round shape. Four stacks of square labels are "dinked" in one cycle of the machine. To cycle the hydraulic press, the operator must press a lever with each hand at the same time. This method insures that the operator has both hands out of the press before it is tripped.

APRON APPLAUSE

When I was a child, grandma's garments made little impression on me--with the exception of her apron! Since grandma was a woman of ample proportions, her cover-all apron was a big affair of dark printed cotton, slow to soil, edged all around with bias tape. Its uses were limitless.

The apron made a "basket" when she gathered eggs from the henhouse, late in the afternoon. If there were fluffy, yellow chicks to be carried to the back porch during the sudden cold spells, they made the trip peeping contentedly in grandma's apron. When these same little darlings grew into hen-hood and liked to pick and scratch among grandma's flowers, she merely flapped her apron at them and they ran squawking to the chicken yard. And I can see her yet, tossing cracked corn to the hungry flock from her apron.

Lots of chips and kindling were needed to start fires in the big ivory-colored cookstove in grandma's kitchen. Sure, she carried them in her apron. Vegetables and fruits too--lettuce, radishes, peas, string beans, carrots, apples, peaches--all found their way to the kitchen via grandma's carry-all. While things were cooking, it was a handy holder for removing hot pans from the stove. If the men working in the fields weren't too far away, the apron waved aloft was the signal to "come to dinner". At threshing time or company time, when the long dining room table was crowded with hungry folk, grandma hovered about, passing aromatic dishes and flipping the apron at pesky flies.

When grandchildren came to visit, the apron stood ready to dry childish tears. If the little ones were a bit shy, it made a good hiding place in case a stranger appeared unexpectedly.

The apron was used countless times to stroke a perspiring brow as grandma bent over the hot wood stove, or hoed the garden under a blistering sun. In chilly weather, grandma wrapped the friendly apron around her arms while she hurried on an outside errand or lingered at the door with a departing guest. Hastily, and a bit slyly, it dusted tables and chairs if company was sighted coming down the lane. And, in the evening, when the day's work



"Hello, I'm Mary Louise Via and I'll be two on October 10, Mommy, Nancy Via, is secretary to the Production Manager. Daddy's name is Gary. He works at Belden. We live at 1340 South 9th Street."

Duty is something you dislike, do with hesitation, and boast about forever.

TRAFFIC DEPT.

Congratulations to Jim Mikesell, Traffic Department, on the birth of his son, Jeffery, February 15.

D.J. NEWS

Marilyn Lisenby, daughter of Lorraine Lisenby, was honored guest at a party in honor of her 15th birthday, February 13th. Thirty guests attended. Entertainment and music was provided by the Trojans. It is reported mother is still recuperating. Naomi Tanner is with us again after a stay in the hospital.

Sara Henry and her husband, Bill, will celebrate their 17th wedding anniversary March 9th.

PRODUCTION CONTROL

Pvt. David W. Jarrett, son of Janet Smith, Production Control, completed training in California, and the latest report is he left Okinawa on route to Viet Nam.

was done, grandma shed her garment of many uses and draped it over the canary's cage.

Author Unknown

Contributed by Lucille Fister,
Camera.

Engagements

Patricia Ann Dozza, daughter of Mr. and Mrs. Stephen Dozza is engaged to wed David Ivan Rockhill, son of Mrs. Julia McFarland. No date has been set for the wedding.

(Miss Dozza's father is employed in the Machine shop Mrs. McFarland is the former Julia Rockhill. She is employed in Compression Department.)

Lois Shipley, Purchasing Department, is engaged to marry Jerry Ryan. She is the daughter of Mr. and Mrs. Gail Shipley. Mr. Ryan's parents are Mr. and Mrs. Harry Ryan. No date has been set for the wedding.

SHIPPING

Dick Wissel leaves March 20 for Leesburg, Florida, where he will begin spring training for the Phillies Minor League Club. He has been assigned to the Carolina League. Dick is 19, married, and starting his second year with the team. He has played outfield and third base. Last year he had a .261 batting average, first on his team. He will be playing outfield this season. His team placed 10th in the league last year.

Dave Ballard is majoring in Physics at Earlham College. He has completed two years work and will need to attend three more years before graduating. Dave is 20, married, has one child. After graduation he said he plans to shop around to see where he can get the best offer for a Physicist.

Jim Dines, Earl Mullins and Joe Plankenhorn have their service examinations and are awaiting word from Uncle Sam.

Robert Adams is now working in Receiving.

James Amyx reports his wife, who is confined to a hospital in Ft. Wayne, was recently permitted to come home for a week-end. Jim said she is getting along fine.

Kenny Riner was recently sporting a goatee. "Did you lose a bet, Kenny?"

We offer our sympathy to John Bell whose brother-in-law passed away February 17.

Gene Broderick and Bill Rodgers recently made car trades. Gene's a Corvette fan. Bill claims he likes his Ford much better than the Buick.

The Profit Motive



The young lady above is Miss Carolyn Lakes, daughter of Mr. and Mrs. Homer Lakes. She is 18, attending Ball University and has been pledged to Pi Beta Phi Sorority. (Mrs. Lakes, Elvira, is in Inspection Department.)

A tourist returning from Wales reported that whenever the trains stop at Llanfechpwllogerych, the conductor yells: "If anybody's getting off here, this is it!"

COMPRESSION, 2nd.

Sherry Ritchie marked her 16th wedding anniversary February 18.

Lorraine Dungan celebrates 20 years of married life March 5.

Carl Brady is making plans for his 25th wedding anniversary on March 24. He and wife, Edith, have just moved to 309 South B Richmond.

Troy Smith and wife, Sharron, passed their third wedding anniversary February 22.

Anna Allen and husband have purchased property and plan to build a new home.

Mary Holmes' son, David Summers, was top scorer with the Pleasant View Junior High basketball team, scoring 230 points for the season.

Lorraine Dungan's son, Larry Joe, is home on 15 day leave. He will be stationed at Chanute Field, Ill.

Our sympathy to Marie Ramsey and family. Marie's father-in-law died recently.

Congratulations to Edith Gunther who recently became the bride of Alan Kempton.

New employees in department are Lester Judy and Jerry Roddy.

We have all probably at one time or another thought how nice it would be to make a million dollars profit, tax free of course. But have we ever stopped to think how important it is to our welfare that companies engaged in manufacturing make a profit?

All of us, regardless of job, should be profit minded. Profits make it possible for a business:

- . . . to develop new products and improve old products.
- . . . to meet competition.
- . . . to pay better wages and salaries to deserving employees.
- . . . to provide good facilities and working conditions.
- . . . to pay taxes needed to meet community, state and national needs.

The more interest, enthusiasm, and intelligent effort we put into our jobs, the more we will contribute directly or indirectly, to the profitable operation of our company and to our own opportunity for advancement.

LABELS

Virginia Adams and Gertrude Centers celebrate their wedding anniversaries this month, 19 and 20 years of married bliss respectively.

John Robertson, former press room employee and brother of Dave (labels), has joined the Air Force and is now stationed at Lockland Air Force Base, San Antonio, Texas.



"Gee, is that really my birthday cake?"

This toddler belongs to Mr. and Mrs. William Comer, Winchester. His name is Kirk. He was one year old February 15. His father is in our Maintenance Department.

REPACK

Lennie Wages recently moved into her new home at 419 North 20th St., Richmond.

Army PFC Jesse F. Wages, son of Mr. and Mrs. Paul L. Wages, was recently awarded the Combat Infantryman's Badge for combat duty with the 1st. Cavalry Div. in

Viet Nam. He entered service in February 1965 and arrived overseas the following September. Recently he is being treated for illness at the 85th Evacuation Hospital in Viet Nam.

SEAT BELTS SAVE LIVES

Members of organized labor have united in a campaign to influence people to use seat belts in their automobiles. We are happy to add our voice to this campaign and to call to the attention of our employees the vital importance of the seat belt which takes over after other safety devices such as power steering and brakes have failed.

The National Safety Council and other large organizations interested in promoting safety have conducted extensive tests and collected statistics to prove that (1) Seat belts prevent deaths and (2) Injuries are less severe in non-fatal accidents when riders are wearing seat belts.

It has been estimated that about 5,000 deaths from auto accidents could be avoided annually by proper use of seat belts. Seat belts are for use whenever and wherever you use the car. Reports show that most fatal accidents happen within 25 miles of the victim's home and not on high speed roads.

The wise man will buckle his belt and see that his riders do likewise even on the shortest trip. The smart mother will buckle in her children and herself to go two blocks to the grocery. For how can she be certain that someone will not run a signal and strike her car?

IF YOU DON'T HAVE SEAT BELTS, INSTALL THEM NOW AND USE THEM ALWAYS. BUCKLE UP FOR SAFETY.

You Should Know



CLYDE SMITH

Clyde Smith, Foreman of the Die Cutting Department, and an employee in the valley for some 20 years first started work here for Brunswick Radio Corporation January 1945. His wife, Mary, is employed as a Tester in Compression Department. Son, Troy, works here as an electrician and daughter, Edith Grafton helps make labels. Another son, Leroy, is employed by Kemper Bros. Inc. There is a 10 year old daughter, Barbara Sue, youngest member of the family.

For the past five years the Smiths have made their home at 81 NW "L" Street.

One of the most interesting jobs Clyde has held was one he held with Central Engineering Construction Company of Indianapolis. He was in charge of a work camp which fed and housed 160 men who were laying track for the Pennsylvania Railroad in Indiana. He also drove a bus into the Kentucky area to recruit the men for the camp. A strong back was about the only requirement recruits needed to get a job. Clyde made frequent trips to the Kentucky hills to obtain employees.

But Clyde said they didn't lack appetites. It took two cooks, two cooks helpers and 14 waitresses to prepare and serve the men two meals a day and pack each a lunch.

The fact that Clyde and his wife hail from Manchester, Kentucky, probably helped him in his recruiting efforts.

Clyde started here with Brunswick Radio Corporation as a millwright, repairing machinery in the department preparing shellac to mold records. Later he worked for Starr Piano Co. as foreman in the Record Department. When that department closed, he was shifted to foreman in



Linda Estridge, above is the 16 year old daughter of William and Ines Estridge. She attends C.R. Coblenz High School, New Paris, and was runner-up for this year's Homecoming Queen. (Bill and Ines both work in our Compression Department.)

BOWLING WINNERS

Mildred Knose and Mary Bullock placed 7th in the Doubles Division of the Womens City Tournament.

Nancy Mahaffey, who bowls with the plant team, placed 7th in All Events with handicap.

Marlene Anderson and Maggie Earlywine also placed in the Doubles competition.

the Piano Backs Department. He also worked in the Maintenance Department.

In October 1959 Clyde started with National Record Pressings helping to set up the Laminating Department in what is now Phonograph Department. Laminating with the materials used at that time was a hazardous job. Great care was taken to prevent any sparks in the area. The adhesive material was stored in a ventilated concrete vault for safety.

According to Clyde the laminating operation was the first set-up of this type anywhere in this part of the country. He was sent to New Jersey for a week to train for the work.

Clyde has also been employed in the Albums Department and is familiar with the operations there. But what he really likes to do best is to hunt and fish and putter in his garden.

QUIZ WINNER

Marjorie Woods of the D.J. Department was the lucky winner of the February quiz contest. Answer to how to get across the 20ft. moat around the castle using the two boards: Lay the one across a corner and lay the second one across the moat from the first board. Some suggestions we couldn't accept were to make stilts and walk across, pole vault across, float across, and lay one board into the water and the other lay from it.

We must congratulate Ken Hilgefert on his trig solution to the problem. No new quiz problem this month. We're giving you a chance to rest.

COMPRESSION, 1st

Marie Winget won \$100 at a local supermarket February 28.

Pvt. Estel Lee Jones, son of Margaret Jones, was home on leave after advance infantry basic training at Camp Pendleton, Calif. He now reports to Twenty-Nine Palms, Calif. for training in aviation control. He is a 1964 graduate of Richmond High. He enlisted in the Marines September 1965. Pvt. Jones said he is happy to see that our labor union is backing the boys in Viet Nam.

Mary Bullock, Quality, is going to attend the 50-50 Club TV program with women from the Moose Lodge March 4.

Marie Winget recently visited in Texas with her sister who is critically ill.

Sylvia Parker is hospitalized for tests and will undergo surgery March 11.

Daisy Smith had surgery performed February 25. (Note-Both Sylvia and Daisy are in Reid Hospital and would appreciate your cards.)

Pearl Brandenburg returned to work after sick leave which included 5 days in the hospital.

Did you note the roses on Jan Bostick's desk February 16? They were in honor of her 9th wedding anniversary from her husband. Jan is our nurse.

Delores Shipley celebrated her 17th wedding anniversary February 11.

Lou Potter will have been married 8 years March 29 and Dorothy Shafer will celebrate 32 years of wedded bliss April 1. Dorothy and husband live in Eaton, Ohio. They have one son, a married daughter and two grandchildren.

FEB. RECORD RELEASES

..... Information furnished by Dorothy Kachinsky, Production Control Department.

LIMELIGHT RELEASES

LS 86033 - Kirk - Slightly Latin
LS 86034 - Art Blakely - Buttercorn Lady

MERCURY RELEASES

SR 61064 - The Smothers Brothers Play it Straight
SR 61071 - Sonny Boy Williamson and the Yardbirds
SR 61072 - Jerry Wallace - The Best of Jerry Wallace
SR 61073 - J. Mathis - The Shadow of Your Smile
SR 61075 - The Sunday Funnies - Comic Strip Characters
SR 61076 - Jankowski - Still More Genius of J.
SR 61077 - Jewish Boy Wonder - The Adventures of Batman and Robin
SR 3-9016 - Starker - Bach Suites for Unaccompanied Cello (Complete)
SR 90437 - London Sym. A Dorati - Brahms Hungarian Dances
SR 90443 - Bernard Kroinis London Strings - Concertos For Recorders and Strings

WING RELEASES

SRW 16314 - Brook Benton - The Boll Weevil Song and other Great Hits
SRW 16318 - Gillespi - New Wave
SRW 16319 - Teresa Brewer - Terrific Teresa Brewer

SMASH RELEASES

SRS 67074 - Roger Miller - Roger Miller presents Thumbs Carlisle
SRS 67078 - Rich - The Best Years
SRS 67079 - Lewis - Memphis Best
SRS 67080 - James Brown - The New Breed (Instr'al)
SRS 67081 - The Spotlights - Batman and Robin and 11 Other Funny Book Favorites

FONTANA RELEASES

SRF 67547 - Manos Hadjidakis - Gracondas Smile
SRF 67549 - The Shann-Ceill Band - The Irish Rising (The Music of 1916)
SRF 67551 - The Athenians - The Athenians Sing Greek Golden Hits

INJECTION NEWS

Jean Maupin and Effie Rader are back in the department after being on sick leave.

Lena Jordan visited in Somerset, Kentucky, recently.

Nellie Russell is on sick leave. She spent several days in the hospital but is now at home recuperating.

Geneva Jones visited her sister in Cincinnati recently.

Spring Arrives March 20

March is a miserable month. And yet a wonderful month too.

It is mad with windy fury and burning snow; then, glad with birth and the new things of life.

Too, it is discouraging. For one day one shivers in woolen garments; the next balmy day is oppressively warm.

Still, March is that time of the commencement of spring. Its air of something magical, a certain feeling of new beginning, reaches every living thing.

This spring, this rebirth is everywhere.

Flowers peak from the ground and the fresh grass, more rich than color, lays a stubby carpet of clean

MERCURY MARKETS STEREO 8 TAPE



March 25 is the date our company will market the first of the Mercury family of labels on stereo 8 tape. This tape cartridge 4x5 1/2" (picture above) has been selected as standard for the auto industry and will be used in airplanes, boats, etc., as well cars. Playing time for one cartridge is about 40 minutes.

CAMERA

Mr. and Mrs. Jim Carp are the parents of a son born February 3. Jim works in the plate making section of the Camera Department.

Our new supervisor, Bill Hakes, and his wife also have a new son born February 18.

New employee in the department is Don Claggett. Don's duties are to "strip up" the negatives in preparation for making the plates. His home is in Dayton.

DIE CUT

New employee in the department is Paul Carden, material handler.

Home units are expected in the future which will allow these tapes to be played in the house as well as in the car.

Most major record labels will soon be releasing their music on stereo 8. Our first release includes 15 tapes by artists such as: The Platters, Jankowski, J. Mathis, Leslie Gore and others.

Two more releases are now scheduled on about 15 day intervals. The introduction of Mercury into this new market will be accomplished at this time by manufacture at various companies, coordinated and scheduled from Richmond, and with distribution and warranty service performed at Richmond.

MARCH BIRTHDAYS

Peggy Petty and Daisy Tuttle both have birthdays on March 23. Both work in Labels.

First. Compression girls having birthdays are: Mary Bullock, March 18; Pearl Burns, and Ines Estridge, March 2.

Patsy Ripberger, D.J., will celebrate her 20th birthday March 15.

Nellie Caldwell, Compression has a birthday coming up March 13.

ALBUMS

Jim Hall left the company February 11 for a 2 year tour of duty with the army. He will receive basic training at Fort Knox, Ky. Jim recently became engaged to Miss Linda Habing, 309 S. 15th St., Richmond Shirley King is confined to the hospital because of illness.

Dorothy Lawson has returned to work after a period of sick leave.

Don Gates left the company February 11 to enter active duty for a period of 6 months. He had been serving with the National Guard. He reports to Fort Jackson, No. Carolina.

Newcomers to the department are John Chamberlin and James Jewett.

Mr. and Mrs. Bud Anderson are the parents of a baby daughter born in February.

FOR SALE

1965 BSA Motorcycle 650 CC 3000 miles A1 shape. See Jim Hughes in Printing Department, 2nd shift.